

# Nashville District

## Human Resources Newsletter

### "News You Can Use"

Issue 15-08-04  
15 August 2004

The purpose of this newsletter is to keep Nashville District employees informed about personnel issues, concerns, and topics. You are encouraged to review the information and disseminate to your organization. If there are particular areas of interest that you would like to see addressed in future issues, an article of general interest, or general comments, please contact John Restey at 615-736-5538 or [John.G.Restey@lrn02.usace.army.mil](mailto:John.G.Restey@lrn02.usace.army.mil).

## Coming Events:

**FEGLI (Federal Employee Group Life Insurance)-  
OPEN SEASON—1 SEPT-30 SEPT 2004**

## General News:

### **USING "THE WORK NUMBER"/TALX Corp FOR A FEE**

A current change to the requirements of using "The Work Number" have brought about a \$14.00 charge that an employee must pay for this service if the verifier (bank, etc.) isn't a member of "The Work Number" network. If you run into this situation, The TALX Corp. will reimburse you for that charge. Fax a copy of the lender's bill itemizing the TALX fee to (314) 214-7588 with your return address so TALX can mail the reimbursement check.

## Health and Benefits:

### **TSP LOAN APPLICATIONS TUMBLE AS NEW RESTRICTIONS GO INTO EFFECT**

In an effort to cut down on the number of loans being taken out by TSP participants, the board governing the TSP made three changes to the loan program effective July 1st: (1)

A \$50 fee is deducted from the amount of each new loan; (2) TSP participants may no longer have two general purpose loans at the same time (although they may have one general purpose loan and one residential loan); and (3) When a TSP participant pays off a TSP loan, he or she is not eligible to apply for another loan of the same type for 60 days.

TSP officials suspect the new rules may be the reason for a drop of more than two-thirds in the number of loans being issued. Prior to implementing the new rules, the TSP issued an average of 1,800 loans each day. After the new rules went into effect, that figure dropped to 534 each day.

The changes appear to be having the effect the TSP board wanted them to have - to encourage employees to tap into their TSP retirement savings only as a last resort, not as a way to meet everyday living expenses, or to fund weddings, vacations, or similar expenses. TAKEN FROM FEDMANAGER.COM

### WHAT'S NEW WITH TSP?

Taken from <http://www.tsp.gov/index.html>. Plan News was updated on **August 1, 2004**.

- **Participant statements** - You can view and print your [TSP participant statement](http://www.tsp.gov/account/index.html) <http://www.tsp.gov/account/index.html> for the second quarter of 2004 from this Web site. This statement covers the period April 1 through June 30, 2004.
- **ThriftLine is now toll free** - If you call the ThriftLine from the United States or Canada, you can now use the TSP's [toll-free number](http://www.tsp.gov/curinfo/tollfreemenu.html) <http://www.tsp.gov/curinfo/tollfreemenu.html>: 1-877-968-3778, or 1-TSP-YOU-FRST. (TDD: 1-877-968-4385, or 1-TSP-THRIFT5). From other locations, continue to call 1-504-255-8777 or TDD: 1-504-255-5113 (not toll-free numbers).
- **Longer hours for TSP Service Office** - The Service Office is open from 7:00 a.m. to 9:00 p.m. eastern time.
- **E-mailed confirmations for Web transactions** - You can ask for an e-mailed confirmation when you make an interfund transfer, a contribution allocation, or a loan request on the Web. You'll save yourself time and help lower mailing costs.

## Food for Thought:

Go Beyond Yourself!

There's a Middle Eastern saying: "When you were born, you cried and the world rejoiced. May you live your life so that when you die, the world will cry, and you will rejoice." Leaders who genuinely touch the lives of their people over a sustained period of time can make an impact beyond themselves. When connecting with people is continually a priority in your life, going beyond yourself is almost inevitable.

The ability to connect is a quality you see in every effective leader. No matter how much leadership talent or skill you possess, if you want to be a better leader, you must learn to connect

with people effectively. Do it, and it will raise your level of leadership dramatically. Do it well, and people will follow you anywhere.

John C. Maxwell